GOVERNMENT OF INDIA
HEAVY INDUSTRIES AND PUBLIC ENTERPRISES
LOK SABHA

UNSTARRED QUESTION NO:1992
ANSWERED ON:04.08.2000
APPRAISAL OF TOP POSTS IN PSUS
SANJAY PASWAN

Will the Minister of HEAVY INDUSTRIES AND PUBLIC ENTERPRISES be pleased to state:

(a) the measures taken by the Government to keep a watch on the functioning of officers holding high posts in the Public Sector Undertakings;

(b) whether any appraisal of the work of the heads of the said PSUs has been done during the last three years; and

(c) if so, the details thereof and if not, the reasons therefor?

Answer

MINISTER OF STATE FOR HEAVY INDUSTRIES & PUBLIC ENTERPRISES (Dr. VALLABHBHAI KATHIRIA)

(a): Officers of the PSUs are governed by the Conduct, Discipline and Appeal (CDA) Rules of the respective PSUs based on the Model CDA Rules prescribed by the Government. A Model Vigilance Structure has also been suggested which could be adopted by each of the PSU to suit the size, function and operation of the organisation. The CVOs in PSUs are appointed in consultation with Chief Vigilance Commission (CVC).

(b)& (c): Performance appraisal of incumbents to top management posts of PSUs, including Heads of PSUs, is done through Annual Confidential Reports. This assessment covers, inter-alia, targets set for the enterprises in respect of production, sales, profits, maintenance of harmonious industrial relations reflected in man-days lost, if any, etc. and proposed schemes for improving the company`s organisational effectiveness as well as the actual achievements made during the period under report. This apart, periodic performance review meetings are taken by the Administrative Ministries/Departments to keep a watch on the performance of PSUs. Performance of MOU signing companies is evaluated at the end of every year by the Ad-hoc Task Force with reference to the targets fixed at the beginning of every financial year.